

To: President's Cabinet
From: Denise M. Trauth
Subject: President's Cabinet Meeting
October 5, 2020

Impact of COVID 19 (#770)

Guest Dr. Emilio Carranco provided an update on the COVID-19 pandemic trends at the national, state, and local levels. While pockets of surges are occurring in parts of the United States, COVID-19 metrics (e.g., case counts and positivity rates) in Texas are trending in a positive direction. For example, in comparison to the week of September 21, 2020, the seven-day average daily case count for the week of September 28, 2020: in Texas, decreased from approximately 3,300 to 3,148 cases per day, and the positivity rate increased slightly to about 6.45 percent; in Williamson County, new cases decreased from 26 to 20 cases per day, and the positivity rate decreased to 0.7 percent; and in Hays County, new cases decreased from 19 to 11 cases per day, and the positivity rate decreased from 18.2 percent to 17.9 percent.

Texas State case counts continue to decline, as well. For example, in comparison to the week of September 21, 2020, for the week of September 28, 2020: the seven-day average daily case count decreased by five cases from 11 to six cases per day, the number of students in isolation decreased by 19 students, from 30 to 11 students, and in quarantine decreased by 18 from 24 to six students. Compared to September 25, 2020, active case counts decreased by 53 from 127 to 74 cases.

In the first week of Curative COVID-19 testing, 1,074 tests were conducted, with 18 returning positive (1.7 percent). The Student Health Center conducted 177 tests, with two returning positive (1.1 percent). Overall, during the week of September 28, 1,251 on-campus tests were conducted, with 20 returning positive (1.6 percent). Dr. Carranco announced that the Curative numbers will be added to the Dashboard.

Dr. Carranco provided a COVID-19 update for other universities. At the University of Texas, the positivity rate has decreased from two percent to 0.6 percent. At Texas A&M University, the positivity rate has decreased from 3.5 percent to 1.6 percent; broken down further, the positivity rate is higher in off-campus students, with two percent testing positive, versus on-campus students, with 0.9 percent testing positive. Also, Texas A&M data indicates that the positivity rate is higher in students taking online classes only (2.2 percent) versus students taking some face-to-face classes (1.4 percent).

Dr. Carranco discussed the strategies in play to mitigate the spread. At present, the Student Health Center has 18 contact tracers, enabling contract tracing of every positive case to occur within 24 hours. Based on current contract tracing efforts, there is no evidence of transmission across residence halls and classrooms. Contract tracing reveals transmission is occurring among friends and family via social gatherings. Dr. Carranco discussed the need to address off-campus social gatherings (fraternities, sororities, and other extra-curricular activities) to prevent a superspreading event. Cabinet members discussed the risk assessment process for approving social gathering events.

Dr. Carranco discussed preliminary data from the latest university-wide thematic feedback survey. A large percentage of respondents: expressed concern with getting infected with COVID-19 while on the university's campuses or properties; and would like to receive more COVID-19-related information. Dr. Carranco suggested providing a COVID-19 update.

Mr. Pierce suggested that Dr. Carranco shoot a video to update the campuses. Dr. Breier suggested that in addition to a video, multiple platforms, including email and the Roadmap, be used to update the university community.

RTA: 10/2/20 Guest Dr. Carranco will discuss the results of the university-wide thematic feedback survey focused on COVID-19 health and safety.

Dr. Carranco summarized the Center for Disease Control's (CDC) recent update on testing, screening, and outbreak response for institutions of higher education. The CDC document includes consideration for expanded and widespread testing; provides a tiered approach to testing in the context of an outbreak; gives examples of successful entry and periodic screening strategies; and discusses the likelihood of off-campus transmission.

Dr. Carranco requested flexibility to expand testing in a targeted fashion when necessary.

Inclusion and Diversity (#747)

Dr. Silva and guest Ms. Charmaine Mazzantini, Associate General Counsel, The Texas State University System, continued the discussion regarding the Executive Order on Combating Race and Sex Stereotyping.

The [Executive Order on Combatting Race and Sex Stereotyping](#), issued by President Trump on September 22, 2020, which sets forth requirements concerning workplace diversity training for federal agencies, federal contractors, armed services, and recipients of federal grants. Texas State must comply with this Order given that it is a direct recipient of federal grant awards, is a federal contractor, and hosts ROTC.

The Order applies to all federal contracts awarded after November 21, 2020. The contract, subcontracts, and purchase orders must include terms barring use of the covered training topics. Federal agencies are directed to review grant recipients' programs and identify recipients to provide certification that the recipient's training programs comply with the requirements of the Order.

Penalties include cancellation or termination of current contracts, suspension, and/or debarment from future federal contracts.

A hotline has already been established to receive complaints of violations of the Order.

Within 30 days of the Order (October 22, 2020), the Office of Federal Contract Compliance Programs within the Department of Labor must publish a request for information in the Federal

Register about employee training from federal contractors and subcontractors and their employees to include copies of trainings, workshops, or similar programming having to do with diversity and inclusion provided to employees.

On September 28, 2020, the Director of the Office of Management and Budget issued a [Memorandum For the Heads of Executive Departments and Agencies](#) providing additional insights into the Order. Significantly, the Memorandum identifies seven “keywords” that may trigger further review of agency training materials -- “critical race theory,” “white privilege,” “intersectionality,” “systemic racism,” “positionality,” “racial humility,” and “unconscious bias.” With this in mind, Mr. Pierce volunteered to conduct a key word search to begin the process of reviewing web-based training materials. Ms. Mazzantini added that the memo states that searching for these key words without additional review does not satisfy the review requirements of the Order.

Dr. Trauth shared that she will inform the university community of the Order following the October 5, 2020, President's Cabinet meeting. Dr. Silva will lead efforts to inform Diversity, Equity, and Inclusion leaders, the Council on Inclusive Excellence, and other personnel who conduct workplace diversity training of the new requirements and ask that they review training materials and presentations with the new Order in mind.

President Trauth will charge the Diversity, Equity, and Inclusion Training Task Force with conducting an inventory to determine the types of workplace diversity training that is taught and by whom.

Dr. Teis, Dr. Silva, and guest Ms. Tracy Shoemake reviewed the Department of Athletics' Committee on Racial Equality (CORE) charge, area of focus, and committee membership and provided updates from the committee as a whole as well as from each subcommittee.

Ms. Shoemake announced that no sporting activities will be held on Election Day. CORE members will be volunteering at polling locations.

Future Articles in Hillviews (#643)

Dr. Breier and guest, Ms. Sandy Pantlik, reviewed and approved the Hillviews Story Budget-spring 2021. Dr. Breier reminded Cabinet that, as a result of the COVID-19 pandemic, the summer 2020 issue was folded into the fall 2020 issue. The spring 2021 edition will come out in April 2021 and will focus on Art and Humanities.

President's Update (#556)

President Trauth reviewed upcoming engagement events, including the Student Government Round Table on October 5, 2020, the University Leadership Assembly on October 6, 2020, and the Faculty Senate meeting on October 7, 2020.

President Trauth discussed the primary concern raised by students during the October 1, 2020, Talk with President; students requested an in-person commencement ceremony be held at the end of the fall 2020 semester.

Significant Issues (#01)

Provost Bourgeois discussed preliminary reductions to the summer 2021 budget for the Division of Academic Affairs; as part of the university's reduction exercise, funding for summer 2021 faculty administrative assignments, such as graduate and undergraduate program directors, was reduced by 40 percent and funding for instruction was reduced by 10 percent. Reductions to summer 2021 funding could be reinstated depending on enrollment.

Provost Bourgeois highlighted the tribute to #TeachersCan on the main page of the Texas State website on World Teacher's Day, October 5, 2020. Teal ribbons were also placed on trees leading up to the College of Education building.

Provost Bourgeois explained that enrollment declines on the Round Rock Campus can be attributed to transitioning face-to-face courses taught on the Round Rock Campus to online courses.

Mr. Algoe reported that the Bobcat Blend site was vandalized over the weekend.

Mr. Algoe reported that unapproved stickers and posters were placed throughout the San Marcos Campus over the weekend, and once noticed, they were removed immediately.

Dr. Breier announced that Texas State will launch its annual "Step Up for State" online fundraising event on October 7, 2020, to support mission-critical projects for the university. The campaign will last 1,899 minutes -- corresponding with the university's 1899 founding -- and conclude at 3:39 p.m. on October 8, 2020.

Dr. Lloyd announced that she has received some complaints related to COVID-19 workplace modifications. Complaints have been lodged against faculty, who receive modifications to work from home because they are at higher risk for COVID-19 complications, and then they post pictures (and comments) on social media of them engaging in social gatherings and not practicing health and safety measures. Those who have lodged the complaints believe this is impacting morale. Provost Bourgeois shared that he has received similar complaints. Cabinet members discussed the role of the supervisor when these complaints come to light. Since supervisors are the ones who approve the modification, they are also the ones who need to address the individual complaint.

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Posted to web at <http://cabinet.president.txstate.edu/> on November 5, 2020.